

Clay Central-Everly CSD Clay Central-Everly EA

7/1/2006 6/30/2007

COMPREHENSIVE MASTER CONTRACT

NEGOTIATED BETWEEN

THE CLAY CENTRAL/EVERLY  
EDUCATION ASSOCIATION

AND THE

CLAY CENTRAL/EVERLY COMMUNITY  
SCHOOL DISTRICT

JULY 1, 2006 TO JUNE 30, 2007

This agreement is entered into this 27th day of March, 2006, by and between the Board of Directors of the Clay Central/Everly Community School District and the Clay Central/Everly Education Association.

The Board of Directors of the Clay Central/Everly Community School District, hereinafter referred to as "Board", recognizes the Clay Central/Everly Education Association, hereinafter referred to as the "Association", as the sole and exclusive bargaining representative. The unit and its members, who are hereinafter referred to as "employees," are described as:

- INCLUDED: All full-time and regular part-time professional personnel, classroom teachers (PK-12), school counselor, and librarian.
- EXCLUDED: Superintendent, principal, activities' director, secretaries, custodians, teacher aides and associates, transportation personnel, cafeteria staff, and all other employees excluded by Section 4 of the Act.

## ARTICLE ONE

### Grievance Procedure

- A. A grievance shall mean only a complaint that there has been an alleged violation of any of the specific provisions of this agreement, not specifically excepted from the grievance procedure.
- B.
  - 1. Every employee or the Association covered by this agreement shall have the right to present grievances in accordance with these procedures.
  - 2. The failure of a grievant to act on any grievance within the prescribed time limits will act as a bar to any further appeal and an administrator's failure to give a decision within the time limits shall permit the grievant to proceed to the next step. The time limits, however, may be extended by mutual agreement.
  - 3. It is agreed that any investigation, or other handling or processing of any grievance, by the grieving employee shall be conducted so as to result in no interference with or interruption whatsoever of the instructional program and related work activities of the grieving employee or of the teaching staff.
- C.
  - 1. First Step

An attempt shall be made to resolve any grievance in an informal, verbal discussion between complainant and his/her principal within ten (10) school days of the occurrence of the event.

2. Second Step

If the grievance cannot be resolved informally, the aggrieved employee shall file the grievance in writing, and, at a mutually agreeable time, discuss the matter with the principal. The written grievance shall state the nature of the grievance, shall note the specific clause or clauses of the contract, and shall state the remedy requested. The filing of the formal, written grievance at the second step must be within ten (10) school days from the date of completion of the first step of the grievance process. The principal shall make a decision on the grievance and communicate it in writing to the employee and the superintendent within ten (10) school days after receipt of the grievance.

3. Third Step

In the event a grievance has not been satisfactorily resolved at the second step, the aggrieved employee shall file, within five (5) school days of the principal's written decision at the second step, a copy of the grievance with the superintendent. Within ten (10) school days after such written grievance is filed, the aggrieved and superintendent, or designee, shall meet to resolve the grievance. The superintendent, or designee, shall file an answer within ten (10) school days of the third step grievance meeting and communicate it in writing to the employee and the principal. In the event that the second step filing was with the superintendent in his capacity as acting principal, the third step shall be waived and the fourth step of the grievance procedure shall become the third step.

4. Fourth Step

If the grievance is not resolved satisfactorily at step 3, there shall be available a fourth step of impartial, binding arbitration. The Association may submit, in writing, a request on behalf of the Association and grieving employee to the superintendent within thirty (30) days from receipt of the step 3 answer to enter into such arbitration. The arbitration proceeding shall be conducted by an arbitrator to be selected by the two (2) parties within seven (7) days after said notice is given. If the two (2) parties fail to reach agreement on an arbitrator within seven (7) days, the P.E.R.B. will be requested to provide a panel of five (5) arbitrators.

Each of the two (2) parties will alternately strike one (1) name at a time from the panel until only one (1) shall remain. The right of first strike shall be determined by lot. The remaining name shall be the arbitrator. The decision of the arbitrator shall be binding on the parties.

Expenses for the arbitrator's services shall be borne equally by the school district and the Association.

The arbitrator, in that person's opinion, shall not amend, modify, nullify, ignore, or add to the provisions of the agreement. That person's authority shall be strictly limited to deciding only the issues presented to them in writing by the school district and the Association and that decision must be based solely and only upon their interpretation of the meaning or application of the express relevant language of the agreement.

## ARTICLE TWO

### Leaves

- A. All leaves shall either be taken as 1/2 day or full day deductions.

- B. Sick Leave

Sick leave will be granted to employees for personal illness or injury according to the Code of Iowa.

Sick leave may be used for illness in the immediate family (spouse, children).

If there should be an unused portion of sick leave in any one year, it shall be cumulative up to a maximum of one hundred twenty (120) days.

In the event an employee determines that the employee will need to be absent due to temporary disability, the employee shall notify the superintendent of the expected leave dates and keep the administration advised of the employee's condition. The employee will be granted sick leave for those dates missed due to temporary disability. If the employee has exhausted all sick leave due to the temporary disability, they shall receive an unpaid leave of absence until they and their doctor determine they can return to work.

- C. Bereavement Leave

Up to five (5) days of leave shall be granted at any one time in the event of death or serious illness of a employee's spouse, child, son-in-law, daughter-in-law, brother, sister, brother-in-law, sister-in-law, parents, and parents-in-law, and any other member of the immediate household. Employees may be granted up to two (2) total days per school year to be used in the event of death of friends or relatives outside the employee's immediate family as defined above. In the event of the death of an employee or student in the Clay Central/Everly School District, the principal or immediate supervisor of said employee or student shall grant to an appropriate number of employees sufficient time to attend the funeral.

D. Professional Leave

Absence, with or without pay, may be authorized by the superintendent to permit certified employees to attend local, district, state, or national meetings or conferences of a professional nature. Authorization for such absences can only be obtained by written request to the superintendent prior to attendance at such meetings. Approval of attendance at meetings or conferences shall be based on their ability to provide meaningful contributions to the improvement of the educational program, which decision shall be made at the discretion of the superintendent. Three (3) days of paid leave will be made available for persons to attend ISEA activities.

E. Jury Leave

An employee called for jury duty during school hours, or who is required to appear by subpoena at any judicial proceeding, shall be entitled to leave with full pay. Any fees (not expenses) received will be returned to the district.

F. Personal Leave

Each employee may request two (2) personal leave days per school year. The request shall be made to the superintendent two (2) days in advance of the day requested for leave except in the case of emergency.

Personal leave day may be used for any purpose desired by the teacher, subject to the following conditions: the day shall not be taken by the employee during the first week of school or the last week of school or the day immediately prior or subsequent to a holiday and/or vacation. Further the administration may limit the number of employees leaving on the same day to the number of available substitutes. The first day of personal leave shall be at full pay. The employee taking the second day of personal leave shall have deducted from the employee's salary the amount of money which the district is paying a substitute teacher at that time, whether or not a substitute is actually obtained for the second day.

G.       Emergency Leave

Emergency leave may be granted by the superintendent for situations not covered by existing leave policies. If a substitute is hired, the cost of the substitute will be deducted from the pay for that day of service. Requests will be considered on an individual basis and leave will be approved or denied on the merits of each individual circumstance at the discretion of the superintendent.

H.       Military Leave

Leave of absence shall be granted for any period of active state or federal military service. Such military leave shall be without loss of status or efficiency rating and without loss of pay during the first thirty (30) days of such leave as provided in Chapter 29A of the Code of Iowa.

I.       Unpaid Leave

Absence without pay may be authorized by the superintendent or his/her designee. The employee shall apply for unpaid leave, before the leave begins.

## ARTICLE THREE

### Hours, Vacation, Holidays and Inservice

Tenured employees shall be contracted for a school year on the basis of 193 days. Probationary employees may be employed for three (3) additional days during their first year and two (2) additional days during their second year. Certain employees may be contracted on an extended basis as shall be agreed to by that employee and the Board.

Employees shall receive six (6) paid holidays within the 193 days, which holidays shall be designated by a joint committee consisting of four (4) employees from the Clay Central/Everly Community School District and one (1) administrator from the district. The balance of the 193 days shall be teaching, inservice, parent-teacher conferences, and preparation days.

The employee day shall be from 8:00 a.m. to 4:00 p.m., or under a flex-time day for the purpose of early bird classes, with prior administrative approval, which day shall include teaching activities, administrative meetings, and preparation time. It is further understood that the administration may hold administrative meetings before 8:00 a.m. or beyond 4:00 p.m. on occasion. In addition to supplemental pay duties, it is understood by the employees that each employee shall perform five (5) nights of additional duty which shall not be considered supplemental pay and will be with regard to extra-curricular activities. Employees assigned additional duty may leave at 3:50 that school day. Spouse and children of employees shall be admitted free of charge to school athletic events.

The employees shall have early dismissal on Fridays and days prior to holidays and vacations at the time as designated by the administration.

In the event of early dismissal of school due to weather conditions, the teachers shall be dismissed shortly thereafter.

In addition to the five (5) nights for extra-curricular activities, employees agree to participate in some non-supplemental pay activities directly related to their teaching field and open house.

## ARTICLE FOUR

### Observation and Evaluation Procedure

- A. Observation and evaluations shall be done by the appropriate member(s) of the administrative staff.
- B. Notification
  - 1. The evaluation procedure and instrument will be explained and distributed to the employees during one (1) of the fall in-service sessions.
  - 2. Employees who were absent from that in-service session shall be notified of the evaluation procedure and instrument by the administration as soon as possible.
- C. Observations
  - 1. All probationary employees shall be formally observed at least once each semester of each school year. All other employees shall be formally observed at least once during each school year.
  - 2. A pre-observation conference between the employee and the evaluator will be held at least two (2) to three (3) school days prior to the formal observation to schedule the date of the formal observation and to allow the teacher to discuss any special circumstances surrounding the observation.
  - 3. All formal observations/evaluations of an employee shall be followed with a conference between the evaluator and the employee to discuss the observation.
  - 4. All formal observations shall consist of at least thirty (30) consecutive minutes.
  - 5. A post-observation conference (i.e.: formal summative evaluation) will be held within seven (7) school days following the formal observation. During this conference, a copy of the formal written summative evaluation shall be submitted to the employee to be signed by both parties. The employee's signature does not necessarily mean agreement with the evaluation, but rather, awareness of the evaluation.

6. The formal written summative evaluation shall be completed by April 30 of each year.
7. Nothing contained herein is intended to limit the number of observations nor prescribe the length of the observation, except the minimum for formal observations. It is understood that casual observations throughout the year are helpful to the administration in evaluating employees.

D. Evaluation File

1. Each employee shall have one (1) permanent file maintained with the board secretary, which file shall contain the formal written summative evaluation and any observation notes relating to that evaluation. Observation notes not to be included with the summative evaluation will be destroyed.
2. Working observation files will be maintained by the evaluators and are available for review by the employees.
3. The employee shall have the right to reproduce and attach a written response to any of the contents in either file.

## ARTICLE FIVE

### Transfer Procedures

Any employee may apply for a voluntary transfer to another grade level or teaching assignment and such application shall be in writing to the superintendent. Denial of a transfer to a vacancy existing at the time of such request shall be in writing. In the event that the superintendent determines that involuntary transfers are necessary, the superintendent shall give written notice to the affected employees as soon as practicable.

## ARTICLE SIX

### Staff Reduction Procedures

#### A. Coverage

1. All employees under the Agreement.

#### B. Procedures for Employee Reduction

1. Employee reduction will be based on the following categories: Grades K-5, Grades 6-8, and Grades 9-12 within each subject category.
2. An employee who is notified of reduction will have the right to displace any less senior employee for a particular position, if they have qualifications and certification equal to or exceeding that of the employee to be displaced. Written notice of intent to exercise this right must be given to the superintendent, with a copy to the Association, within three (3) school days after an employee is notified of reduction. Within three (3) school days after the employee gives such notification, the superintendent will notify the less senior employee that he/she is to be displaced.
3. An employee who displaces another employee will be placed on the proper step of the salary schedule for the new position according to their predisplacement, experience, and education and will retain all accrued benefits.
4. An employee who is to be displaced pursuant to this Section will have the same displacement rights vis-a-vis less senior employees as an employee who is to be laid off pursuant to Subsection 2 above.

#### C. Seniority

1. For the purposes of the Article Six, seniority will be computed from the employee's most recent date of hire in the bargaining unit and will begin to accrue as of the first day of hire. Seniority will continue to accrue during all paid leaves of absence and for a period of two (2) years from the effective date of the layoff. Seniority will not be broken by unpaid leaves of absence.

Seniority is defined as the length of service in the system calculated on the basis of the actual days of service as they relate to full time for any given year.

D. Compliance

1. Notwithstanding any other provision in the Agreement, no vacancy in a bargaining unit position will be filled by the Board and no work previously performed by employees in the bargaining unit shall be performed by any other person, until the procedures set forth in this Article have been complied with.

E. Qualifications

1. The need to maintain all the programs of the Clay Central/Everly Community School District, including supplemental duties and extra-curricular activities, is vitally important. Educational preparation, competence, and ability shall be considered under qualifications.

## ARTICLE SEVEN

### Health and Safety Provisions

All employees are required to provide evidence of physical fitness to perform duties assigned and freedom from communicable disease. Such evidence shall be limited to a statement from a licensed physician of the employee's physical fitness. The cost of such examination shall rest with the employer up to a maximum of thirty-seven dollars (\$37.00).

## ARTICLE EIGHT

### Wages and Salaries

The salary of each employee covered by the regular salary schedule is set forth in Schedule A, which is attached hereto and made a part hereof.

The Driver's Education Teacher position salary is .199 (FTE) of the Schedule A base multiplier.

Should the Phase I and II monies received be more or less than the amount projected, the distribution shall be on a dollar-for-dollar basis. For example, a receipt of \$10.00 more than projected will increase the total Phase I and II allocation by \$10.00.

The Board reserves the right to pay above the basic schedule to obtain new staff members if a position is not filled by May 1. If a part-time employee is hired, and then obtains full-time employment with the district, placement on the salary schedule will be re-determined to take into account actual experience.

The educational level of the employee at the time of the issuance of contracts is used in preparation of the contract. In order to be eligible for horizontal movement because of additional hours earned after issuance of the contract and before the start of the new school year, the employee must:

1. File with the superintendent, prior to June 1st, a written notice of intent to change educational training lane pay category.
2. Courses to be taken must be approved by the superintendent prior to enrollment. This work is expected to be at the graduate level. The work may be at the undergraduate level if it is in the employee's teaching area or work on a program to receive certification in another teaching area, depending upon the need of the district.
3. Upon completion of courses, teachers must submit transcripts to Board Secretary for inclusion in their file. Prior to September 30, a written request for a contract modification must be submitted to the superintendent.

Upon initial employment, substitute teachers who have substituted for the District for ninety (90) days or more in one (1) school year shall be given one (1) year of credit on the salary schedule.

## ARTICLE NINE

### Supplemental Pay

Employee participation in certain extra-curricular activities shall be compensated according to the rate of pay in Schedule B, which is attached hereto and made a part hereof. These duties shall require additional work beyond the base time of forty (40) hours per week. Extended day contracts shall be computed using the Schedule B base.

It is understood and agreed that in addition to teaching duties and supplemental pay duties, the employees shall perform some additional duties that shall not involve additional compensation.

## ARTICLE TEN

### Insurance

- A. Each full-time employee shall receive cost of 100% coverage of Single PPO-1000 per school year for application against the cost of Single PPO-500 or Single PPO-250 group health and major medical insurance. PPO-500 and PPO-250 is available with the employee paying the difference between the PPO-500 and PPO-250 and the cost of the single PPO-1000. Part-time employees shall receive a pro-rated cost of Single PPO-1000 group health and major medical insurance according to their respective FTE. Employees may apply the cost of Single PPO-1000 group health and medical insurance toward family group health and medical insurance. Each full-time employee shall receive \$10,000.00 group term life insurance and group long-term disability insurance. Each part-time employee shall receive a pro-rated cost of the \$10,000.00 group term life insurance and group long-term disability insurance according to their respective FTE. LTD insurance will be calculated by multiplying the factor by the individual salary. Base coverage of LTD will be sixty-six and two-thirds percent (66-2/3%) of employees' base salary.
- B. Any difference in the calculated insurance cost will be added to or subtracted from Schedule A.

## ARTICLE ELEVEN

### Dues Deduction

#### A. Authorization

Any employee who is a member of the Association, or who has applied for membership, may sign and deliver to the Board an assignment authorizing payroll deduction of professional dues.

#### B. Regular Deduction

Pursuant to a deduction authorization, the Board shall deduct one-tenth (1/10) of total dues from the regular salary check of the employee each month for ten (10) months, beginning in September and ending in June of each year.

#### C. Duration

Said authorization shall continue throughout the year, so long as the employee is employed by the district, in the same capacity unless the Board receives notice of revocation of the authorization, which shall be by thirty (30) day notice.

#### D. It is the responsibility of the Association to inform members of the dues deduction system and to provide the necessary authorization cards.

#### E. It is further agreed that the word "dues," as used above, does not involve initiation fees, special assessments, back dues, or fines.

#### F. The Association agrees to indemnify and hold harmless the school district from any claims or causes of action that are based upon unfair representation or improper application or use of dues money by the Association.

## ARTICLE TWELVE

### Staff Development

- A. Staff development" includes "in-service" and "professional development". "In-service" is defined as any activity sponsored for professionals by the District for the purpose of carrying out the District's policies. "Professional development" is defined as an activity conducted by a practitioner to maintain or improve his or her professional competency. "In-service" is district-based; "professional development" is profession-based.
- B. A committee of employees and administrators will meet each year to make decisions about the contract and delivery of in-service programs within the district for the following year.
- C. The in-service committee shall consist of five (5) members with four (4) site team leaders and one (1) administrative designee.
- D. The in-service committee shall have jurisdiction over all district in-service for employees including planning, implementing, and evaluating the content and format of any in-service training conducted during the in-school work year under the provisions of Article 3.

## ARTICLE THIRTEEN

### New Professionals Mentoring Program

#### Definitions:

New Professional Mentoring Program: Clay Central/Everly Community School District's program of support and assistance for new professionals, pending funding by the State of Iowa.

New Professional: Any licensed individual in his/her first or second year of teaching. All new professionals must participate in the New Professional Mentoring Program.

Instructional Mentor: A teacher who has been trained and assigned to provide assistance to a new professional in the district's New Professional Mentoring Program.

#### A. Wages

##### 1. Instructional Mentor

Each instructional mentor shall receive \$500.00 per semester for mentoring one (1) new professional.

An instructional mentor shall mentor no more than one (1) new professional each semester.

Training and required district mentoring meetings outside the regular workday and/or contract year shall be paid at the teacher's per diem rate.

##### 2. New Professionals

Training and required district mentoring meetings outside the regular workday and/or contract year shall be paid at the teacher's per diem rate.

#### B. Evaluation

1. The model Comprehensive Evaluation currently being developed by the Iowa Department of Education pursuant to Section 256.9(51) of the Iowa Code, shall be the basis for negotiating the evaluation to be utilized by the district to determine successful completion of the mentoring program under Chapter 284 of the Iowa Code.

2. All professional assistance and interaction between the instructional mentor and the new professional shall be confidential. All written and oral comments between the two (2) shall also be confidential. If the instructional mentor violates the confidentiality agreement, that mentor shall be removed from the program.

The only exception to the confidentiality agreement shall be if the new professional requests that information be shared with an evaluator when all parties are present.

3. Mentoring assistance and induction plan activities shall not be used in evaluating a new professional.
4. Instructional mentors shall not provide data or testimony in subsequent job renewal, termination, arbitration, or licensure proceedings.
5. An instructional mentor shall not participate in any informal or formal evaluation of a new professional, nor be requested or directed to make recommendations supporting or denying continued district employment or recommendations for continuation or renewal for licensure of a new professional.
6. Other than a notation to the effect that a teacher has served as an instructional mentor, a teacher's activities as an instructional mentor shall not be part of that teacher's evaluation.

#### C. Professional Leave

Each instructional mentor and each new professional shall be provided at least two (2) days each quarter of paid professional leave. Such leave may be used in two (2) -hour blocks for the purpose of completing induction activities, including but not limited to, such activities as observing other teachers, conferencing, and individual professional skill development.

D. Process For Dissolving Mentoring Partnerships

If a mentor/new professional team experience difficulty or the professional relationship is not working, either the mentor or the new professional may request that a new mentor be assigned. The request shall be granted and a new mentor assigned within ten (10) days.

This agreement shall be in effect from July 1, 2006, through June 30, 2007.

IN WITNESS THEREOF:

For the Clay Central/Everly  
Education Association

Lynnette Cronk  
Anna Plagman  
PRESIDENT

Beverly Schoorman  
SECRETARY

Allyn M. Heikens  
CHIEF NEGOTIATOR

For the Board of Directors  
of the Clay Central/Everly  
Community School District

Paul M. Rayer  
PRESIDENT

M. J. M.  
SUPERINTENDENT

CLAY CENTRAL/EVERLY COMMUNITY SCHOOL  
SALARY SCHEDULE A

2006 - 2007

BASE 34075

STEP	BA		BA + 10		BA + 20		MA		MA + 15		MA + 30	
1	0.7096	24180	0.7338	25004	0.7580	25829	0.7822	26653	0.8064	27478	0.8306	28303
2	0.7338	25004	0.7580	25829	0.7822	26653	0.8064	27478	0.8306	28303	0.8548	29127
3	0.7580	25829	0.7822	26653	0.8064	27478	0.8306	28303	0.8548	29127	0.8790	29952
4	0.7822	26653	0.8064	27478	0.8306	28303	0.8548	29127	0.8790	29952	0.9032	30777
5	0.8064	27478	0.8306	28303	0.8548	29127	0.8790	29952	0.9032	30777	0.9274	31601
6	0.8306	28303	0.8548	29127	0.8790	29952	0.9032	30777	0.9274	31601	0.9516	32426
7	0.8548	29127	0.8790	29952	0.9032	30777	0.9274	31601	0.9516	32426	0.9758	33250
8	0.8790	29952	0.9032	30777	0.9274	31601	0.9516	32426	0.9758	33250	1.0000	34075
9	0.9032	30777	0.9274	31601	0.9516	32426	0.9758	33250	1.0000	34075	1.0242	34900
10	0.9274	31601	0.9516	32426	0.9758	33250	1.0000	34075	1.0242	34900	1.0484	35724
11	0.9516	32426	0.9758	33250	1.0000	34075	1.0242	34900	1.0484	35724	1.0726	36549
12	0.9758	33250	1.0000	34075	1.0242	34900	1.0484	35724	1.0726	36549	1.0968	37373
13	1.0000	34075	1.0242	34900	1.0484	35724	1.0726	36549	1.0968	37373	1.1210	38198
14	1.0242	34900	1.0484	35724	1.0726	36549	1.0968	37373	1.1210	38198	1.1452	39023
15	1.0484	35724	1.0726	36549	1.0968	37373	1.1210	38198	1.1452	39023	1.1694	39847
16			1.0968	37373	1.1210	38198	1.1452	39023	1.1694	39847	1.1936	40672
17					1.1452	39023	1.1694	39847	1.1936	40672	1.2178	41497
18							1.1936	40672	1.2178	41497	1.2420	42321

CLAY CENTRAL/EVERLY COMMUNITY SCHOOL DISTRICT  
SCHEDULE B  
2006-2007

BASE 27500

POSITION	PERCENT	YEARS EXPERIENCE IN DISTRICT			
		1 - 2	3 - 4	5 - 6	7 & Over
Head Football Coach	8.0%	2200	2393	2585	2778
Assistant Football Coach (2)	5.5%	1513	1636	1760	1884
Middle School Football Coach	3.0%	825	894	963	1031
Head Volleyball Coach	8.0%	2200	2393	2585	2778
Assistant Volleyball Coach	5.5%	1513	1636	1760	1884
Middle School Volleyball Coach	3.0%	825	894	963	1031
Head Basketball Coach (2)	8.0%	2200	2393	2585	2778
Assistant Basketball Coach (2)	5.5%	1513	1636	1760	1884
Freshmen Basketball Coach (2)	3.0%	825	894	963	1031
Middle School Basketball Coach (2)	3.0%	825	894	963	1031
Head Track Coach (2)	7.0%	1925	2104	2283	2461
Middle School Track Coach (2)	3.0%	825	894	963	1031
Head Golf Coach (2)	3.0%	825	894	963	1031
Head Baseball Coach	10.5%	2888	3163	3438	3713
Middle School Baseball Coach	4.5%	1238	1348	1458	1568
Head Softball Coach	10.5%	2888	3163	3438	3713
Middle School Softball Coach	4.5%	1238	1348	1458	1568
Assistant Softball Coach	7.5%	2063	2241	2420	2599
Assistant Baseball Coach	7.5%	2063	2241	2420	2599
9-12 Cheerleading Sponsor	4.5%	1238	1348	1458	1568
9-12 Drill Team Sponsor	2.5%	688	729	770	811
Junior Class Prom Sponsor (2)	2.0%	550	591	633	674
Musical/Play Director	4.5%	1238	1348	1458	1568
Assistant Musical/Play Director	3.0%	825	894	963	1031
Mass Media Sponsor (Yearbook, Newspaper)	7.5%	2063	2241	2420	2599
Middle School Yearbook	3.5%	963	1045	1128	1210
Large Group Speech Director	3.0%	825	894	963	1031
Individual Speech Director	3.0%	825	894	963	1031
9-12 Instrumental Music Director	4.5%	1238	1348	1458	1568
6-8 Instrumental Music Director	3.5%	963	1045	1128	1210
9-12 Pep Band Director (Football & Basketball)	4.5%	1238	1348	1458	1568
5-12 Summer Band Program Director	7.0%	1925	2104	2283	2461
9-12 Vocal Music Director (Contests, Programs)	4.0%	1100	1183	1265	1348
6-8 Vocal Music Director (Contests, Programs)	3.0%	825	894	963	1031
RIF Coordinator	2.0%	550	591	633	674
6-8 TAG Director	2.5%	688	729	770	811
Weight Club Sponsor	5.0%	1375	1485	1595	1705
Summer Weight Room Sponsor	4.5%	1238	1348	1458	1568
Science Fair Coordinator	2.5%	688	729	770	811
Quiz Bowl Coordinator	2.5%	688	729	770	811
Senior Class Sponsor	2.0%	550	591	633	674
Technology Coordinator	8.5%	2338	2558	2778	2998

If the board should find it to their advantage, they shall have the option of using any multiplier for new hires.